



# In-Home Supportive Services Public Authority AGENDA ITEM

## GOVERNING BODY

PALOMA AGUIRRE  
First District

JOEL ANDERSON  
Second District

TERRA LAWSON-REMER  
Third District

MONICA MONTGOMERY STEPPE  
Fourth District

JIM DESMOND  
Fifth District

**DATE:** January 28, 2026

**IA01**

**TO:** Public Authority Governing Body

### **SUBJECT**

**APPROVAL OF A REVISED EMPLOYMENT AGREEMENT WITH THE IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY EXECUTIVE DIRECTOR (DISTRICTS: ALL)**

### **OVERVIEW**

On April 7, 2021 (IA01), the San Diego County Board of Supervisors, acting as the Governing Body of the County of San Diego In-Home Supportive Services Public Authority appointed Thomas H. Johnson as the Executive Director of the Public Authority. The initial Employment Agreement (Agreement) became effective May 18, 2021 (IA01). Subsequently, on September 27, 2022 (IA01), April 4, 2023 (IA01) and June 4, 2024 (IA01), the Governing Body of the In-Home Supportive Services Public Authority approved a revised Agreement between the In-Home Supportive Services Public Authority and Thomas H. Johnson.

Today's action requests the Governing Body of the County of San Diego In-Home Supportive Services Public Authority approve a revised Agreement between the In-Home Supportive Services Public Authority and Thomas H. Johnson, effective January 1, 2026.

### **RECOMMENDATION(S)**

#### **CHAIR TERRA LAWSON-REMER**

Approve a revised Employment Agreement between the In-Home Supportive Services Public Authority and Thomas H. Johnson, effective January 1, 2026. Authorize the Chair of the Governing Body of the County of San Diego In-Home Supportive Services Public Authority to execute this revised Employment Agreement.

### **EQUITY IMPACT STATEMENT**

The In-Home Supportive Services Public Authority was established by the State mandate to act as the Employer of Record for In-Home Supportive Services (IHSS) providers and operate a Registry of Providers. The In-Home Supportive Services Public Authority is a separate legal entity from the County of San Diego, but works as a partner with the IHSS program, serving IHSS providers and consumers. The In-Home Supportive Services Public Authority Advisory Committee (Advisory Committee) advocates for IHSS providers through participation in the California In-Home Supportive Services Consumer Alliance, as well as by engaging stakeholders in caregiver

**SUBJECT: APPROVAL OF A REVISED EMPLOYMENT AGREEMENT WITH THE IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY EXECUTIVE DIRECTOR (DISTRICTS: ALL)**

discussion groups and joint meetings between IHSS and community groups. Feedback received in these engagement activities informs program coordination and advocacy efforts. In addition, in Fiscal Year (FY) 2023-24, the Advisory Committee helped ensure a 100% participant rate of completion on required ethics training. The In-Home Supportive Services Public Authority staff assists nearly 43,000 IHSS caregivers in San Diego County annually. In FY 2024-25, these caregivers have provided approximately 59.5 million hours of in-home assistance to approximately 47,000 Medi-Cal eligible low income, aged, blind, and disabled adults and children as an alternative to out-of-home care, enabling recipients to remain safely in their own homes. The total projection of hours for the entire FY 2024-25 is 65.4 million hours. In FY 2025-26, service hours are estimated to grow to 74.1 million.

**SUSTAINABILITY IMPACT STATEMENT**

Today's action aligns with the County of San Diego (County) Sustainability Goal #1 engaging the community in meaningful ways, Sustainability Goal #2 providing just and equitable access to County services, and Sustainability Goal #4 protecting the health and well-being of everyone in the region. The In-Home Supportive Services Public Authority actively engages service providers and recipients of In-Home Supportive Services (IHSS) through the In-Home Supportive Services Public Authority Advisory Committee (Advisory Committee). Input received from this Advisory Committee informs investments focused on chronically underserved communities that build resilience in vulnerable populations. Moreover, the Advisory Committee regularly participates in community outreach events to increase awareness of available resources and community partnerships. The In-Home Supportive Services Public Authority ensures that vital services are provided to low-income, aged, blind, and disabled individuals that may have historically been underserved. By administering supports that ultimately enables people to stay in their own homes, in addition to maintaining a high quality of life, the In-Home Supportive Services Public Authority reduces the use of resources associated with higher levels of care.

**FISCAL IMPACT**

Funds for this request are included in the Fiscal Year (FY) 2025-26 and will be included FY 2026-27 operating fund budget for the In-Home Supportive Services Public Authority budget. If approved, the fiscal impact of the recommended action in the current FY 2025-26 is not significant and will result in an increase in costs and revenues of \$5,262 in FY 2026-27. The funding sources are federal and State revenue received by the Health and Human Services Agency. There will be no change in net General Fund cost and no additional staff years.

**BUSINESS IMPACT STATEMENT**

N/A

**ADVISORY BOARD STATEMENT**

N/A

**BACKGROUND**

The County of San Diego (County) In-Home Supportive Services Public Authority was established in 2001 to perform functions as established by California Assembly Bill 1682, including establishing a registry of available providers, investigating qualifications and background of potential In-Home Supportive Services (IHSS) providers, providing training for providers and

**SUBJECT: APPROVAL OF A REVISED EMPLOYMENT AGREEMENT WITH THE IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY EXECUTIVE DIRECTOR (DISTRICTS: ALL)**

recipients, and serving as the formal employer of record in order to negotiate wages and benefits for IHSS providers with the designated labor union. The In-Home Supportive Services Public Authority also works to address the unique needs of IHSS caregivers and recipients, contributes to the safety and welfare of individuals, enhances lives, and boosts long-term independence by steering services toward individuals in need while ensuring operations are managed most efficiently. The Executive Director for the In-Home Supportive Services Public Authority acts under the direction of the San Diego County Board of Supervisors which acts as the Governing Body of the County of San Diego In-Home Supportive Services Public Authority, to manage and administer the In-Home Supportive Services Public Authority. The Executive Director plans, directs, organizes, coordinates, and evaluates the overall activities of the In-Home Supportive Services Public Authority, in coordination with the Deputy Chief Administrative Officer, Health and Human Services Agency.

On April 7, 2021 (IA01), the Governing Body of the County of San Diego In-Home Supportive Services Public Authority, appointed Thomas H. Johnson as the Executive Director of the Public Authority. The initial Employment Agreement (Agreement) became effective May 18, 2021 (IA01), with the provisions of the Agreement to remain in effect, unless otherwise amended by mutual agreement by the parties to the Agreement. Subsequently, on September 27, 2022 (IA01), April 4, 2023 (IA01), and June 4, 2024 (IA01), the Governing Body of the Public Authority approved a revised Employment Agreement between the Public Authority and Thomas H. Johnson.

Today's action requests the Governing Body of the County of San Diego In-Home Supportive Services Public Authority approve additional revisions to this Agreement, as outlined in Attachment A.

**LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN**

Today's proposed action supports the County of San Diego 2026-2031 Strategic Plan Initiatives of Sustainability (Resiliency), Equity (Health), and Community (Quality of Life), and the regional *Live Well San Diego* vision by ensuring continuity of services that assist the elderly and disabled residents of San Diego County.

Respectfully submitted,



TERRA LAWSON-REMER  
Supervisor, Third District

**ATTACHMENT(S)**

Attachment A - EMPLOYMENT AGREEMENT BETWEEN THE COUNTY OF SAN DIEGO IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY AND THOMAS H. JOHNSON FOR THE POSITION OF EXECUTIVE DIRECTOR